



You are so important to us – the whole you, not just the ‘at work’ you. Your family life - whatever that might look like - and the responsibilities that come with it, are part of who you are, and we want you to know that is important to us. We:

Whānau Policy

- o Normalise a comprehensive approach to childbirth, parenting and family life
- o Acknowledge that the makeup of families and priorities differ between families and different stages of life
- o Support all team members to achieve a fulfilling family/work balance and seek to minimise the impact of parenthood on career development
- o Understand that family responsibilities can range from a fertility journey to supporting elderly parents

Policy highlights

- 🌀 Paid fertility leave
- 🌀 Topped up paid parental leave for 12 weeks
- 🌀 Paid Partner’s leave
- 🌀 ‘Whānau Balance’ conversations and flexible work options
- 🌀 Back to Work bonus
- 🌀 Scaled budgets after parental leave, inclusive progression and remuneration reviews when on parental leave
- 🌀 Inclusive bereavement leave